

MEMORANDUM

TO: All Presidents with members in the Ministry of Environment
All Stewards in the Ministry of Environment

FROM: Ruth Hamilton, A/OPS Supervisor

DATE: November 23, 2010

SUBJECT: **Ministry of Environment Health & Safety Committee
ERC Minutes – June 15, 2010**

Attached, for your information, are the minutes of the above captioned meeting.

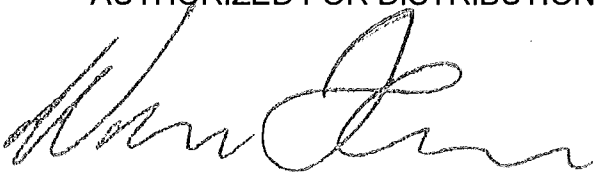
Please post or otherwise make them available to the members in your workplaces.

Please use the MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.).

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas
President



Ruth Hamilton
A/OPS Supervisor

/pb

att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF THE ENVIRONMENT
MINISTRY EMPLOYEE RELATIONS COMMITTEE
(OPSEU)
JOINT HEALTH & SAFETY (OPSEU) COMMITTEE**

Tuesday June 15, 2010
Rm. 1040
40 St. Clair Avenue West
Toronto, Ontario
1:00 p.m. to 4:00 p.m.

Management

Debra Sikora
Jacques LeGris
Gayla Campney
Camie Moodie

Union

Janis Pechinger
Larry Lefebvre
Charles Wakefield
Dallas Takeuchi

Advisors:

Doug Milic, CER, MGS

Sandra Harper, OPSEU

Guest:

Doris Dumais

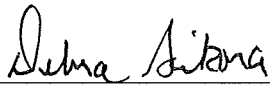
ITEM	DISCUSSION	ACTION
A. Review of Previous Minutes	Reviewed, amended and signed.	
B. Previous Business & Standing Items:		
1. Fixed Term Reports	Management advised the union that a status report on the individuals identified will be forwarded in the near future.	Management to issue status update to Union
2. Open for Business – Standing Item	Meetings have been held between the parties to discuss Modernization of Approvals and these will continue. The approach is one of providing information on an on-going as available basis rather than wait for scheduled MERC meetings.	
3. Shift Work – Standing Item	<p>Management informed the Union that the second round of the survey (to capture those missed earlier) closed on May 21 and the information is currently being rolled up. This and recommendations will be taken to the DDC for review. It is anticipated that discussions with district managers and supervisors (one from each region) will occur to round out the information such as Health and Safety, related duties, etc. This would subsequently be reviewed by DMC.</p> <p>Any decisions would be discussed with MERC before implementation.</p>	
4. Article 1.8 Job Descriptions-standing item	The matter of supplying information is being discussed at the CERC. However, the Ministry has provided job descriptions as appropriate when any reorganization information is shared with the Union.	
5. Compressed Work Week Agreements	<p>Management advised the Union that it is compiling a listing of the CWWA's and any other work arrangements such as flex time, etc. so the parties have an appropriate information base.</p> <p>The Union expressed concerns related to</p>	

	<p>the Ministry continuing to provide a 4 week compression cycle except in individual accommodation situations and asked the Ministry to consider a pilot with a 3 week compression cycle.</p> <p>Management advised again that its decisions have been based on operational requirements.</p> <p>Union indicated that there appeared to be mixed messages in the workplace on who is deciding the compression cycle and which cycles are compatible with operational requirements.</p>	
C. New Business		
1. Visual Identity	It was agreed to reissue the teams the revised guideline and to have a teleconference in two weeks time to discuss any additional issues and/or changes and to finalize the document.	Management to send most recent revision and to schedule teleconference.
2. Bill 168	<p>Management advised the Union that information on this and training has been posted. The training information can be found in MYOPS under Centre for Leadership for learning. There are 3 modules – Bill 168, Violence in the Workplace and a new WDHP.</p> <p>Additional information under the violence component: management is to provide a risk assessment. It is encouraged to be done with the local JHSC or H&S Representatives. The results of these are to be shared.</p>	
3. Meal Allowances- Issue of change in directive	Management advised that the matter is being dealt with at the corporate levels, including a union level grievance on the matter. Accordingly, it would be inappropriate for this matter to be discussed at the MERC table.	
4. Transfer of ERT	Management had advised the MERC subsequent to corporate disclosure of the transfer to the Ministry of Attorney General. This did not entail a physical move, simply changed the reporting	

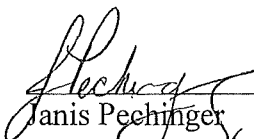
	relationship to MAG.	
5. Hiring Practices- Remote working	<p>This matter was referred from the Northern RERC. The concern relates to limited opportunities in the regions for various positions such as Facilities Inspectors for Drinking Water Branch which are based out of Toronto. The Union feels that it may be possible to do more on flexible work arrangements to allow employees broader career opportunities. Examples used were for Facilities Inspectors to do certain work by phone and computer and a person in the North could be assigned to perform any physical inspections needed.</p> <p>Management indicated that it reviews situations to best address the operational requirements of the organization. The position on flexibility is within these parameters. The statements on flexibility do not mean that every job will be amenable to these considerations.</p> <p>However, Management did indicate that they are reviewing this possibility within the Drinking Water Branch.</p>	
D. Health & Safety		
1. G8/G20 Update	<p>Management advised the Union that the Ministry has set up an enhanced protocol for this. Two ERP's at Barrie and two at Toronto will be on duty for the summits. The weekends will be a combination of overtime (on duty) and stand-by for after hours.</p> <p>Assigned Drinking Water Inspectors will be on the same protocol. In addition, designated TAGA employees will be on this combination. Health and Safety protocols have been developed and are awaiting approvals. These include protocols on call outs; haz-mat responses and for any situation where there are protestors. Escort will be</p>	

	provided by police and security personnel. If situations are problematic, staff are to pull back and call SAC and SAC will discuss with management as soon as possible.	
D. Business between Meetings	<p>March 19 – Work location moves within Corporate Management Division</p> <p>March 24- Organizational changes- Source Protection Programs Branch</p> <p>May 7 – MOE to MAG transfer of ERT -5 OPSEU members transfer</p> <p>May 12- Fixed Term Contract Report</p> <p>May 13- Toxics Reduction Project- Organizational Charts</p> <p>May 13- Relocation – EAAB Program Support, Program Support Approvals and Brown fields Unit.</p> <p>May 20 – Correction notice to May 12 LSB Environmental Sciences and Standards Division</p> <p>May 27 -Transfer of Review Program</p> <p>May 28 –Change in work location – Lake Simcoe Project Team</p> <p>June 9- New Section Names LSB, ESSD</p> <p>June 11- Update May 13 Relocation Notice, EAAB Program Support, Program Support Approvals and Brown fields Unit.</p> <p>June 15 Redrafted Visual Identity Guideline.</p>	

ORIGINAL SIGNED BY:



 Debra Sikora
 Management Co-Chair



 Janis Pechinger
 Union Co-Chair